Force Alignment Division (FAD), EPMD

COL Lukens

FY 06 Retention Seminar

14 Nov 05

Agenda

- HRC perspective on manning the force
- Force Alignment Division
- Selective Reenlistment Bonus Program
- Retirement Module in RETAIN
- AC-RC Transition

An Army at War… and More

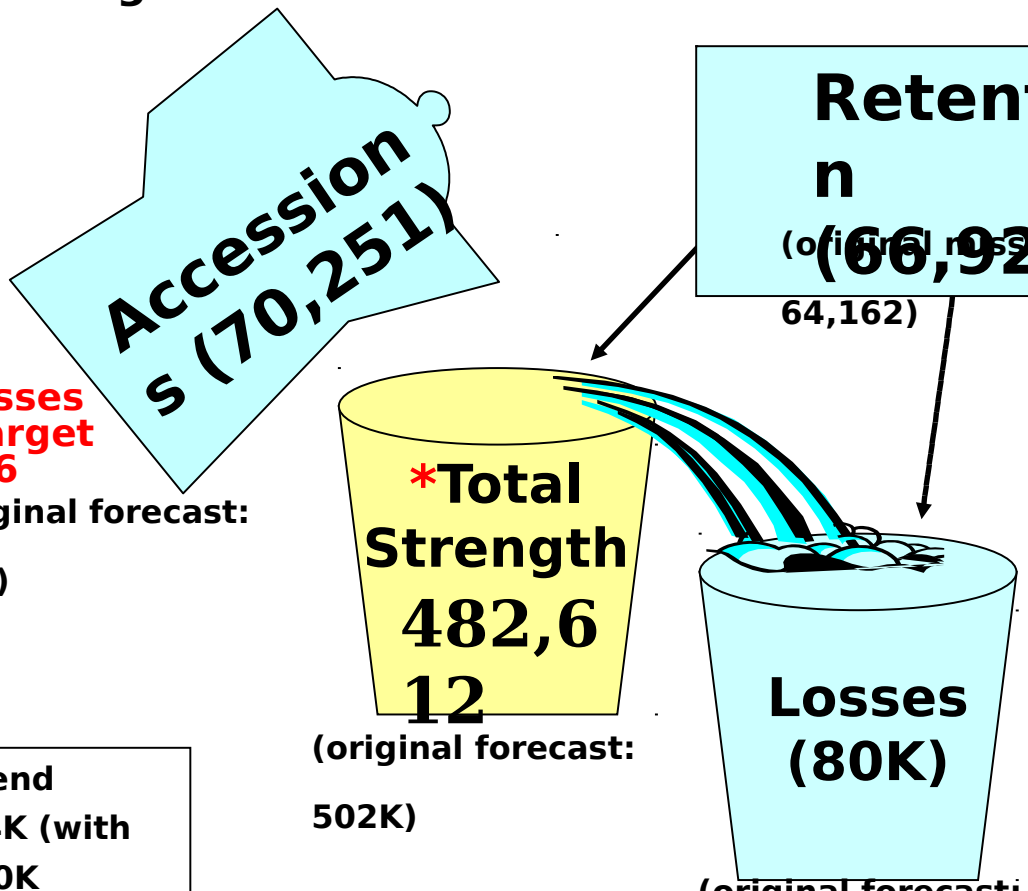
Our Army is at War…and keeping the Peace…and deterring aggression…and providing humanitarian assistance around the globe. Over 290,000 Soldiers are [illegible]ide.

"People Always - Mission First"

FY05 End Strength Forecast and the Three Manning Levers

FY06-FY08 End Strength Forecasts

- **FY06: 492.8K**
- **FY07: 502.6K**
- **FY08: 512.2K**



Active Army misses Congressional target in FY05 and FY06

(original forecast: 80K)

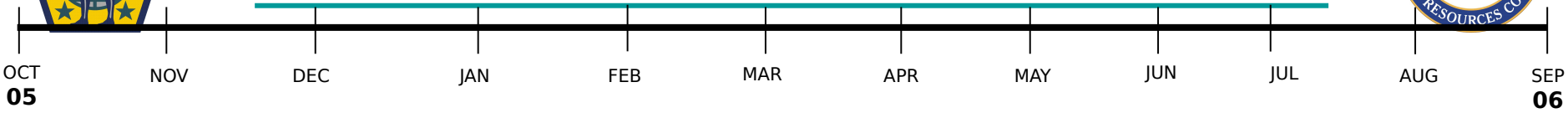
Congressional end strength: 502.4K (with an additional 10K authorized FY05-FY09)

*** Total Strength is core strength (e.g., distributable inventory) only; it does not include stop loss. Stop loss is forecasted to be 8.6K at the end of FY05.**

Enlisted Manning Priorities & Expectations

Aggregate ≈ 100%	Aggregate ≈ 90% to 100%	Aggregate ≈ 95% to 100%	Aggregate ≈ 85% to 95%	Aggregate ≈ 75% to 85%	Aggregate ≈ 50%-75%
1	2	3	4	5	6
Deployers	**Lifecycle Manning Modularity**	**TRADOC Korea**	**ROTA MP1**	**ROTA MP2**	**Forces in Reset**
Operationally Dependent			•MCRU •AC/RC •11th ACR •The Old Guard •Third Army •DMOs •**OTHER**: HQDA Joint Activities USMA Defense Agencies HRC	•FORSCOM(-) •USAREUR(-) •Acquisition •AMC •IMA •MEDCOM •MTMC •Corps of Engineers •Criminal Invest. Cmd •INSCOM(-) •NETCOM(-) •SPACECOM	***Operationally Dependent :*** Redeploying Units Bill Payers
SPEC OPS RANGERS					

HRC Force Stabilization Analysis
FY 06



EDate – 16 OCT 05

X

2-25

- Staggered manning plan
- 2-25 to form SBCT 5

EDate – 16 JAN 06

X

4-1

- New build
- Requires max IET effort

EDate – 16 JAN 06

X

6-25

- Ft. Riley build
- New UA
- Requires maxi IET effort

EDate – 16 JUN 06

X

4-82

- Maximum x-leveling required
-NCO fill at risk

EDate – 16 JUL 06

X

1-3

- Ft. Stewart reset after stabilization
- x-leveling
- Requires max REUP PDA

EDate – 16 SEP 06

X

5-25

- Ft. knox build
- New UA
- Requires maximum IET effort

Manning Assumptions:

1) 25% Reup PDA
2) 80% SL1 from AIT/IET
3) 80% NCO / P2 Senior Grade
4) Balance fill with >24 months
5) 50% with < 36 months REUP and remain for life-

LM % (36 Months)	Aggregate Fill NCOs	Aggregate Fill
Green = 75-100%	Green = 80-100% +	Green = 90-100% +
Amber = 50-75%	Amber = 65-80%	Amber = 80-89%
Red < 50%	Red = < 65%	Red = 70-79%

Any 1 of 3 at EDate + 90 results in red status. Subjective downgrade in remarks.

"People Always - Mission First"

Army Transformation

Current posture of 43 Brigade Combat Teams (BCTs) and FY06 plan

Note:
1-25 (SBCT2) reflags as 2CR in 3d Qtr, FY 06 and conducts unit move to Germany 4th

Lifecycle Managed (LM) UAs
FY 03 – FY 05

Reflagged

2 SBCT 5 | 4 | 4 | 4 | 1 | 5

FY 06 Unit Reflag

1 SBCT → 2CR SBCT — 3d Qtr, FY 06

2CR SBCT → 4 SBCT — 3d Qtr, FY 06

2 → 3 — June 2006

3 → 2 — June 2006

3 SBCT | 1 SBCT | 2CR SBCT — Fort Lewis

2 3ACR 3 — Fort Carson

1 | 3 | 4 — Fort Riley

UEx: 1 | 2 | 3 | 4 — Fort Campbell

5 — Fort Knox

UEx: 1 | 2 | 3 — Fort Drum

UEx (JUN 06): 1 | 2 | 3 | 4 — Fort Bragg

4 — Fort Bliss

UEx x 2: 1 | 2 | 4 — 1 | 2 | 3 — Fort Hood

4 — Fort Polk

UEx: 3 — Fort Benning; 1 | 2 | 4 — Fort Stewart

GERMANY: 2 | 3 — Cadre; 1 | 2

172d SBCT 3 — Fort Wainwright

4 — Fort Richardson

UEx: 2 | 3 — SBCT 5 — Schofield Bks

KOREA — UEx: 1

ITALY — 173d

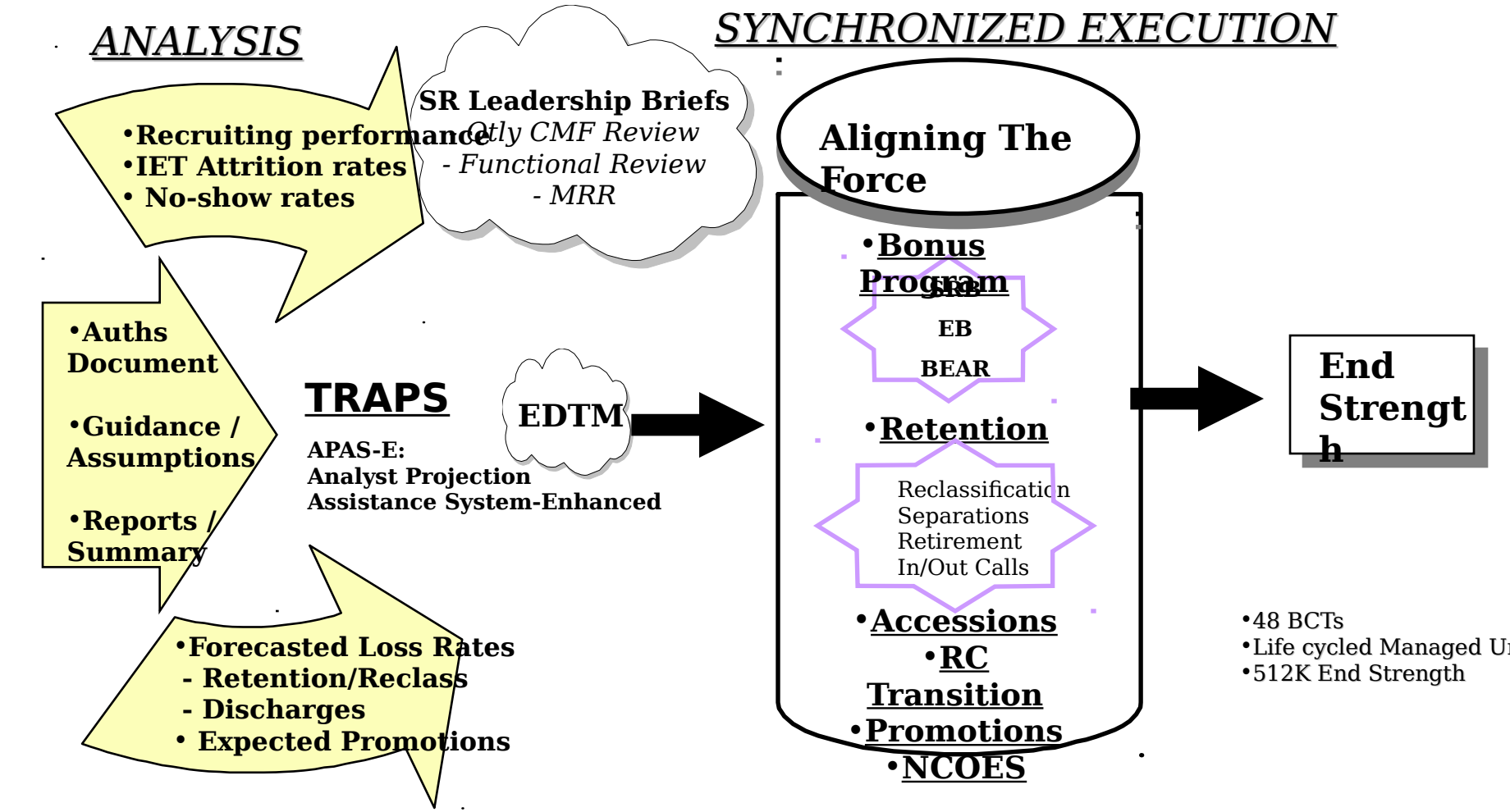
	FY 06
BCT (UA)s	43
Heavy	20
Stryker	5
Light	8
Airborne/AASLT	10

New UAs planned for FY 06

"People Always - Mission First"

as of 24 Oct 05

Force Alignment Division's Levers



FY05 SRB

- Army using retention funds as a force shaping tool

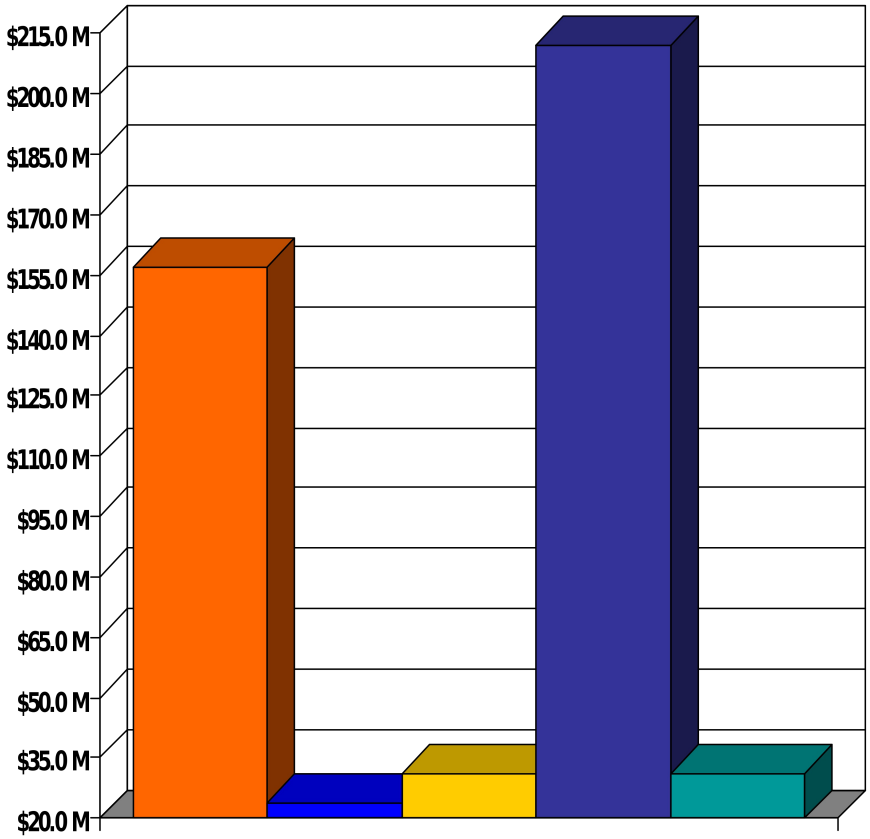
- Selective Reenlistment Bonus (SRB) funds spent - $434M
  - FY05 Budget $95M
  - Supplemental $186M
  - Reprogrammed funding $255M

- Regular SRB Program review conducted on quarterly basis; currently conducting an SRB Inventory review with G1

- Generating overproduction to assist in achieving end strength goals

SRB INFO

FY06 Program



- Reenlistment mission – 64,200, largest since 2000 (68,000)
- Selective Reenlistment Bonus budget ($298.7M)
  - Total Funding $102.7M
    - $24.2M anniversary payments
    - $78.5 new contracts
  - Supplemental Requested $196M (new contracts)
- Utilize lump sum payments exclusively
- FY06 mission requires robust regular Bonus program targeting high density skills
  - $455.2M Total estimated requirements Proj Takers
    - $24.2M Anniversary Payments
    - $157M SRB – Inventory 13,863
    - $31M CSRB 629
    - $212M SRB – Deployed (GWOT) 21,000
    - $31M SRB – Unit (Force Stab) 3,000
  - Delta Proj Funding – Requirement $156.5M

Retirement Module

- Retirement module on RETAIN scheduled for release 14 Nov 05
- ✓ Automates submission to HRC and coordination within HRC
- ✓ Automates the posting of AEA “A” and IMREPR “9Y”
- ✓ Automated tracking of request
- ✓ Provides the user with the ability to run retirement reports by installation

- Will be released for use by select locations initially

Fort Bragg; Fort Belvoir; Fort Knox ; Fort Hood; Fort Meade

HRC’s expectation is that you will assist the local Retirement/Transition personnel load RETAIN on their system

AC-RC Mission

- High visibility in the Pentagon
- Critical for meeting end strength in the Reserve Component
- Training being conducted by the Retention School, have you attended yet??
- 25 RC contracts executed by AC Counselors so far this FY.

“This Is Not Business As Usual”

Our Nation is at War…
Our Army is at War…while Transforming and the Enlisted Force is Responding

OEF

OIF

Stabilizing

Rebalancing

Restructuring